

**CITY OF BRIDGEPORT
CONTRACTS COMMITTEE
REVISED
TUESDAY, DECEMBER 13, 2011**

6:00 PM

ATTENDANCE: Council members: Paoletto; Vizzo-Paniccia, Silva Co-Chair,
Holloway, Brantley, Brannelly Co-Chair, dePara

NON-COMMITTEE: Council member T. McCarthy

Council Member Paoletto called the meeting to order at 6:03 pm.

Approval of Committee Minutes of October 12, 2011.

**** COUNCIL MEMBER PAOLETTO MOVED TO ACCEPT THE MINUTES
** COUNCIL MEMBER McCARTHY SECONDED
** MOTION PASSED UNANIMOUSLY**

Approval of Committee Minutes of October 25, 2011 (Special Meeting).

**** COUNCIL MEMBER PAOLETTO MOVED TO ACCEPT THE MINUTES
** COUNCIL MEMBER McCARTHY SECONDED
** MOTION PASSED UNANIMOUSLY**

01-11 Proposed Tentative Agreement with NAGE, Local RI-200, regarding their bargaining unit contract.

Council Member Paoletto stated that he would abstain from voting on the item, because his position as an employee of the city falls under the contract – *he sat out from hearing the item at 6:05 pm.*

Phillip White stated he was there to represent Labor Relations for the City of Bridgeport – *he distributed some information related to the item.*

Mr. White said he would review the tentative agreement between the city and NAGE. He stated that it's fair agreement to both parties. He reviewed the document item by item and commented accordingly:

- Premium Cost Share:

Effective January 1, 2012: Increase premium cost share to 25% for all active employees and those who retire effective on /or after 1/1/12.

July 1, 2012: Increase premium cost share to 25% for all active employees and those who retire effective on or after July 1, 2012. This PCS cap is guaranteed to remain intact during the individual employee's employment period and entire period of retirement.

New Employees (hired on or after 11/15/11): 25% plus 1% per year on 7/1 to 50% maximum.

Mr. White further commented that the contract is until June 30, 2014 and the total wage increase is 10.5% spread over five years. He further explained that they agreed to go to an 18% cost share. There will be a retirement incentive if an employee declares that they will retire; this will be done at a 12% cost share.

- **Insurance Buyout** was increased to \$2,000, which is paid in two (2) equal installments. If an employee decides he doesn't need it, the city will benefit.
- **Restructured Wage Schedule** wage restructuring was based on comparable studies among municipalities. They will increase the base rates by \$3,000 effective upon implementation. This will be a one time increase to the base wage and will be part of the base for calculating the CBA wage increases.
- **Telecommunication Officers (TCO's)** the wage increases will be paid at market rate. Increases are effective upon implementation. This will be a one time increase to the base wage and will be part of the base for calculating the CBA wage increases.
- **Buyers** they increased the base rate by \$3,000 effective upon implementation. This will be a one time increase to the base wage and will be part of the base for calculating the CBA wage increases. It was noted that the rate was increased, because they were found to be underpaid.

Mr. White reviewed item 16. **Layoff Notice.** He said they agreed to provide a five day notice for layoffs. He stated that there is no layoff clause.

Mike Freddino, VP of Local RI-200 Union pointed out a mistake pertaining to the wages. He clarified that the percentage is 12.5% not 10%.

Council member Vizzo-Paniccia asked about item #6. **Medical Insurance Co-Pays.** She stated that in the non-municipality world, co-pays are generally higher for specialists. Mr. White explained that based on negotiations in healthcare, they agreed to a compromise of 25%.

Council member Vizzo-Paniccia asked what would happen if a spouse's coverage changes and the employee asks to add their spouse back on their medical plan. Council President McCarthy clarified that they can only make changes to their plan during open enrollment. Mr. White added that the city will offer COBRA coverage, but there is no discount allowed.

Mr. White reviewed item #8 **Special Officers.** He said the special officers relate to the parks and security officers. They wear uniforms similar to police officers and there are eleven (11) total. They report to the police chief, but they are only assigned to a specific jurisdiction, not the city.

Mr. White reviewed item #12 **Art. 49, Sec. 49.5 (NEW).** This item pertained to Rabies Shots. The city will provide and pay for advanced rabies immunization shots for all active Animal Control Officers and upon hiring for all new Animal Control Officers. It was asked if staff and volunteers are covered for the shots. Mr. White said it would be external for the contract.

Mr. White reviewed item #13 **Art. 30, Sec. 30.10 (NEW).** This item pertained to Outerwear. The employees listed in the document will receive a \$400 allowance for outerwear upon implementation and \$200 on each October 1st thereafter. City Attorney Anastasi clarified that if an employee is involved in an incident, it equates to workers compensation and they will be reimbursed.

Council member Vizzo-Paniccia asked about retraining for a specific job, if the position should become vacant. Mr. White said layoffs go by classification, not time with the city.

Council member Vizzo-Paniccia asked about an employee in one job who may have long term medical leave. She questioned if another employee(s) share the work. Mr. White said no, there is currently no cross training.

Council member Brannelly asked if Mr. White had any idea of the value of the increase, payroll wise; or if the item has already been budgeted. Mr. White said all the numbers

were analyzed by the Policy of Office and Management – *he noted that he would submit a breakdown of the information prior to the next City Council meeting.*

Council member Brannelly questioned why they will only give a 5-day notice for layoff. Mr. White said because it will allow time for the union representative to speak to the employee. Council member Brannelly said she felt that giving 5-days may result in an unproductive employee and it could cause other risks. Mr. White explained that the law reads that they have to give two weeks notice; however, they found out that they don't have to give that much time. Attorney Anastasi concurred with Mr. White. He added that the five days notice is for bumping purposes. Council President McCarthy further added that they make a decision that it might be better if someone isn't at work if they are thought to be a risk. He clarified that once someone is laid off, there is no severance pay. He further expressed that the 5-day notice is considered to be more of human element. He noted that they do pay the employee during the five (5) days.

**** COUNCIL MEMBER BRANTLEY MOVED TO APPROVE**

**** CO-CHAIR BRANNELLY SECONDED**

**** MOTION PASSED UNANIMOUSLY**

****Let it be noted that Co-chair Paoletto abstained from the vote.***

***Not on Consent Calendar**

20-11 Proposed Employment Contract with Chief of Police, Joseph Gaudett.

City Attorney Anastasi said he submitted the contract on November 30. He pointed out that although they were addressing each contract separately, they were both similar. He clarified that the substantive terms were identical and derived from prior contracts. He noted that the contract was devised in plain language.

**** COUNCIL MEMBER PAOLETTO MOVED TO APPROVE**

**** CO-CHAIR BRANNELLY SECONDED**

**** MOTION PASSED UNANIMOUSLY**

***Consent calendar**

21-11 Proposed Employment Contract with Fire Chief, Brian Rooney.

City Attorney Anastasi stated that the terms of this contract were similar to the Chief of Police; except it outlines the Fire Chief's second five-year term, noting that Fire Chief Rooney has completed a little over 5 ½ years.

Co-chair Paoletto asked if the second five years was based on the agreement. Attorney Anastasi clarified that the effective date was May 24, 2011. He stated that Fire Chief Rooney served on an acting fire chief basis per the language.

Council member Brannelly questioned why the fire chief wasn't reimbursed for college credits, as is the case for the police chief. City Attorney Anastasi said that matter was discussed with the Fire Chief Rooney who indicated that he wasn't interested in obtaining formal college credits at this time. He pointed out that the fire chief is in ongoing training on the job.

**** CO-CHAIR BRANNELLY MOVED TO APPROVE**
**** COUNCIL MEMBER BRANTLEY SECONDED**
**** MOTION PASSED UNANIMOUSLY**
***Consent calendar**

ADJOURNMENT

**** COUNCIL MEMBER McCARTHY MOVED TO ADJOURN**
**** COUNCIL MEMBER SILVA SECONDED**
**** MOTION PASSED UNANIMOUSLY**

The meeting adjourned at 6:35 pm.

Respectfully submitted,

Diane Graham
Telesco Secretarial Services